

ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2022

Reference: Endorsed GPB #2022-013908

Date Endorsed: Aug 25, 2022

Organization: Public-Private Partnership Center of the Philippines

Organization Category: National Government, Attached Agency

Organization Hierarchy: National Economic and Development Authority, Public-Private Partnership Center of the Philippines

Total Budget/GAA of Organization: 217,651,000.00

Actual GAD Expenditure 24,142,858.59 Original Budget 20,543,118.28

% Utilization of Budget 117.52

% of GAD Expenditure: 11.09%

Gender Issue /GAD Mandate 1	Cause of Gender Issue 2	GAD Result Statement /GAD Objective 3	Relevant Organization MFO/PAP or PPA 4	GAD Activity 5	Performance Indicators /Targets 6	Actual Result (Outputs/Outcomes) 7	Total Agency Approved Budget 8	Actual Cost /Expenditure 9	Responsible Unit/Office 11	Variance/Remarks 12
CLIENT-FOCUSED ACTIVITIES										
1	Weak integration of GAD in PPP projects	Limited knowledge of implementing agencies in GAD integration in PPP projects	Improved GAD-responsiveness of PPP projects, including more equitable access of women and men to PPP project benefits (communication, technology, goods and services)	MFO: Administration and Management of the Project Development and Monitoring Facility (PDMF) Fund	Ensure GAD consideration in the preparation of SAR/TOR/contract of the consultant	% of SAR/TOR/contract of the consultants have GAD consideration/ component - 100% of SAR/TOR/contract of the consultants have GAD consideration/ component	MOOE 63,717.60 GAA	76,400.00 GAA	PDMFS	Done. The PDMFS has achieved the target indicator for this activity in the 2022 GAD Plan and Budget (GPB) of 100% of the SAR/TOR have GAD consideration/ component. The PDMFS has prepared one (1) revised TOR for a conditionally-approved PDMF application and three (3) SAR/TOR with GAD consideration/component for new PDMF applications. However, there was a minimal decrease (i.e., P4,517.42) in the cost/expenditure for Personnel Services since only 4 out of the total projected 5 SAR/TOR were prepared in 2022.

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1	2	3	4	5	6	7	8	9	10	11	12
2	Weak integration of GAD in PPP projects	Limited knowledge of implementing agencies in GAD integration in PPP projects	Improved GAD-responsiveness of PPP projects, including more equitable access of women and men to PPP project benefits (communication, technology, goods and services)	MFO: Administration and Management of the Project Development and Monitoring Facility (PDMF) Fund	Monitor the performance of gender specialists or equivalent positions / output submission of the consultant (Means of Verification: Copy of feasibility studies and Performance Evaluation Reports)	% of FS submitted by the consultant with gender/social safeguard considerations - 100% of FS submitted with gender/social safeguard considerations	100% of FS submitted with gender/social safeguard considerations	MOOE 28,722.96 GAA	34,440.00 GAA	PDMFS	Done. Variance: (-79,076.44) The PDMFS has achieved the target indicators for these activities in the 2022 GPB of a) 100% of FS submitted with gender/social safeguard considerations and b) 100% of gender specialists or equivalent positions evaluated, with at least satisfactory performance. However, since the activities are contingent on the review and iterations on the Project FS by the project team as well as the IAs' decision to pursue its PDMF application, the total projected seven (7) Project FS approved and fourteen (14) consultant performance evaluation completed for the year have yet to be reached. Hence, the variance on the PS cost/expenditure attributed to GAD. Catch-up plan for the Project FS performance indicator/target, two (2) more are projected to be completed and accepted by the 1st quarter of 2023, as follows: 1. Rehabilitation/ Reconstruction/ Improvement, Operation and Maintenance of Kennon Road Project and 2. Manveles Wellness Center Project (initial FS based on original TOR) for the performance evaluation indicator/target, five (5) more are projected to be prepared by the 1st quarter of 2023. 1. UPLB Agro-Industrial and IT Project 2. Rehabilitation/ Reconstruction/ Improvement, Operation and Maintenance of Kennon Road Project 3. NEDA sa Makati Property Redvelopment Project, Maniveles Wellness Center Project and 5. Ormoc Water Supply System Project.

Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks	
1	2	3	4	5	6	7	8	9	10	11	12
3	Weak integration of GAD in PPP projects	Limited knowledge of implementing agencies in GAD integration in PPP projects	Improved GAD-responsiveness of PPP projects, including more equitable access of women and men to PPP project benefits (communication, technology, goods and services) women and men to PPP project benefits	MFO: Legal Services Program	Conduct review of PPP contracts submitted by implementing agencies to ensure gender-fair language	% PPP contracts reviewed for gender-fair language - 100% of PPP contracts reviewed for gender-fair language	38 Project Documents reviewed of the 35 Project Documents committed	PS 1,361,511.02 GAA	1,433,815.59 GAA	LS	Done. Target reached and exceeded
4	Weak integration of GAD in PPP projects	Limited knowledge of implementing agencies of GAD integration in PPP Projects	Improved GAD-responsiveness of PPP projects, including more equitable access of women and men to PPP project benefits (e.g. communication, technology, goods and services)	MFO: Capacity building program	Capacitate career executive officers, middlemanagers and other concerned officers from implementing agencies on GAD analysis as component of a PPP project study/proposal. This can be through (but not limited to) the following capacity building programs - Career Executive Service Boards Integrated Gabay ng Paglilipikod Training Course, Development Academy of the Philippines Public Management Development Program, United Nations Economic and Social Commissions for Asia and the Pacific(MOV). Documentation of the activity, Powerpoint presentation materials)	Number of capacity building activities with GAD component conducted by end of 2022 - 4 capacity building activities with GAD component conducted by end of 2022	16 capacity building activities with GAD component conducted for 2022	PS 91,462.40 GAA	187,907.41 GAA	ODED1 and ODED2	Done.
5	Weak integration of GAD in PPP projects	Limited knowledge of implementing agencies in GAD integration in PPP projects	Improved GAD-responsiveness of PPP projects, including more equitable access of women and men to PPP project benefits (communication, technology, goods and services)	MFO: Capacity Building Program	Capacitate implementing agencies on GAD analysis as component of PPP project study/proposal (Means of Verification PowerPoint presentation)	% of programmed capacity building activities which includes Introductory courses (Overview of the PPP Process and the Philippine PPP Program) and Project-focused courses (PPP Project Development, Evaluation, Approval, Procurement, Implementation) and Special Topics on PPP conducted as of December 31, 2022 and composed of 56% female	100% of programmed and on-demand capacity building activities which includes Introductory courses (Overview of the PPP Process and the Philippine PPP Program) and Project-focused courses (PPP Project Development, Evaluation, Approval, Procurement, Implementation) and Special Topics on PPP conducted as of December 31, 2022 and composed of 56% female	MOOE 600,000.00 GAA PS 356,595.45 GAA	433,260.10 GAA 961,853.19 GAA	CBD	Done.

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							1	2	3	4	5
6	Weak integration of GAD in PPP projects	Limited knowledge of implementing Agencies in GAD integration in PPP projects	Improved GAD-responsiveness of PPP projects, including more equitable access of women and men to PPP project benefits (communication, technology, goods and services) women and men to PPP project benefits	MFO: Information Systems and Technology Development Program	Development/Enhancement of system collaboration tool on GAD related data, improve PPPC website (GAD section) and conduct of GAD collaboration system tool testing/ review and uploading/ updating of contents (Means of Verification: See attached GAD Connections and Diagram - Access to Data, PPPC Official Website)	Development/Enhancement of GAD collaboration system tool with GAD section - GAD collaboration system tool developed by end of 2021	Enhance the LGU database as GAD collaboration system tool for the synchronization of database. Enhanced the database library GAD common folder in the KHUB	MOOE 10,909,898.95 GAA	10,320,689.00 GAA	MISD	Done. The actual amount indicated covers services of the capital outlay, procurement of actual devices, software and licenses as well as online setup and support and services. There are some items with remaining 2022 budget to be procured that are included in the 2023 continuing.
7	Weak integration of GAD in PPP projects	Limited knowledge of implementing agencies in GAD integration in PPP projects	Improved GAD-responsiveness of PPP projects, including more equitable access of women and men to PPP project benefits (communication, technology, goods and services)	MFO: Project Appraisal and Evaluation Program	Enhancement of existing Project Evaluation Reports (PERs) and Parameters, Terms, and Conditions (PTCs) on proposed PPP projects to include gender-related information, gender-specific concerns, or gender safeguards (Means of Verification: See attached template for monitoring PED's GAD-related activities)	% of PERs/PTCs drafted that contain GAD-related information - 50% of PED PERs/PTCs that contain GAD-related information, gender-specific concerns, or gender safeguards	100% of final PTC (for UP-PGH Cancer Center Project) contain GAD-related information, gender-specific concerns, or gender safeguards.	MOOE 98,964.00 GAA	0.00 GAA	PED	Done. The revised ICC guidelines for processing PPP projects, including the list of documentary requirements for submission by the IAs has been approved on November 24, 2023. Said ICC guidelines enforce the inclusion of GAD-related information in the IA submissions
8	Weak integration of GAD in PPP projects	Limited knowledge of implementing agencies in GAD integration in PPP project	Implementing agencies in GAD integration in PPP projects Improved GAD-responsiveness of PPP projects, including more equitable access of women and men to PPP project benefits (communication, technology, goods and services)	MFO: Project Monitoring Program	Enhancement of the monitoring template to include GAD-related information, such as the HGDG assessment and score, sex aggregated data, GAD-specific issues/concerns, and GAD-responsive facilities	% of Monitoring and Evaluation reports that contain GAD-related information, such as how gender issues identified in the feasibility study/business case were address in the Final Project Design - 50% of Monitoring and Evaluation reports that contain GAD-related information, such as how gender issues identified in the feasibility study/business case were address in the Final ProjectDesign	Ongoing initiative of the division. PMD is already in the process of updating the PPP Governing Board Resolution No. 2015-09-01 Guidelines on PPP Monitoring Framework and Monitoring Protocols. Once updated, the awarded PPP projects database, monitoring reports, templates, and forms are expected to be more responsive in collecting and monitoring GAD-related parameters, information and indicators from awarded PPP projects.	MOOE 333,839.32 GAA	330,000.00 GAA	PMD	Done. PMD will issue an updated database of awarded PPP Projects, and project reports reflecting GAD-related indicators

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9	Weak integration of GAD in PPP projects	Limited knowledge of implementing agencies in GAD integration in PPP projects	Improved GAD-responsiveness of PPP projects, including more equitable access of women and men to PPP project benefits (communication, technology, goods and services)	MFO Project Appraisal and Evaluation Program	Enhancement of existing policy environment in the evaluation of PPP projects (Means of Verification: 1) Transmitted inputs to the proposed ICC Evaluation Criteria following the revised 2022 BOT Law IRR; 2) Transmitted inputs to the proposed List of Documentary Requirements for Solicited and Unsolicited projects)	Inclusion of social and gender safeguards assessment in the proposed ICC Evaluation Criteria following the revised 2022 BOT Law IRR Inclusion of social and gender-related information and safeguards in the Feasibility Study, and Agency Project Evaluation Report to be submitted by Implementing Agencies	Inclusion of social and gender safeguards assessment in the proposed ICC Evaluation Criteria following the revised 2022 BOT Law IRR Inclusion of social and gender-related information and safeguards in the Feasibility Study, and Agency Project Evaluation Report to be submitted by Implementing Agencies	PS 0.00 GAA	8,654.08 GAA	PED	Done. The ICC Evaluation Criteria, which includes social and gender safeguards assessment, and the List of Documentary Requirements for Solicited and Unsolicited projects, which include social and gender-related information and safeguards were approved by the NEDA Board on November 24, 2022. These documents are already posted in the PPP Center website.
10	Insufficient policy cover for mainstreaming GAD and women empowerment in PPP projects, specifically for GAD integration in non-PDMF supported project	Slow process in approving of enabling policies for non-PDMF PPP projects	Continuous improved integration of gender equality in PPP projects (PDMF and non-PDMF)	MFO- PPP Policy Development and Advocacy Program	Inclusion of gender and social safeguards in policies formulated for LGU-PPP program for local health projects (Means of Verification: Transmitted Guide for Developing Solicited Health PPP Projects)	Dissemination of the Guide for Developing Solicited Health PPP Projects containing gender and social safeguards to Local Government Units (LGUs) - Dissemination of the Guide for Developing Solicited Health PPP Projects containing gender and social safeguards to at least 10 Local Government Units (LGUs)	Not done	PS 10,763.68 GAA	0.00 GAA	PFD	Not Done. This activity was not pursued in 2022 due to limited personnel in the unit (e.g. 2 unfilled positions) and the prioritization of other more urgent outputs for policy formulation (e.g. amendment of the BOT Law IRR). Since the Guide for Developing Solicited Health PPP Projects was also made available through the PPP Center website, the unit saw no further need to disseminate the document via letters to LGUs. Further, as regular knowledge product of the PPP Center, the Guide serves as a reference to the Center's capacity building program and project development assistance, hence, the issuance is disseminated to LGUs through other means (e.g. project development assistance in the health sector).

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11	Insufficient policy cover for mainstreaming GAD and women empowerment in PPP projects	Limited laws/policies institutionalizing the need to include gender and safeguard provisions in PPP projects	Continuous improved integration of gender equality in PPP projects	MFO: PPP Policy Development and Advocacy Program	Enhancement of existing policy environment for PPP implementation (Means of Verification: Translated inputs to the proposed amendment of the BOT IRR)	Inclusion of gender and social safeguard provisions in the proposed amendment to the BOT IRR	Not done	PS 4,902.40 GAA	0.00 GAA	PFD	Not Done. This activity was not accomplished in 2022 as the April 2022 amendments to the Build Operate Transfer Law IRR focused on balancing sharing of risks between the Government and the Project Proponent and streamlining the evaluation and approval process of PPP proposals. The same IRR was amended in October 2022, but a gender and social safeguard provision was again not included since the proposed amendments aimed to address stakeholder concerns on the financial viability and bankability of PPP projects, and address concerns about potential delays due to extra steps, rigid processes, or ambiguous provisions. While the original planned activity of include a gender and social safeguard provision was not done, in the case of the April 2022 iteration of the IRR and the October 2022 iteration, the documents were reviewed for use of gender-fair language (i.e. use of chairperson, use of third person they when referring to local chief executive).

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12	Insufficient policy cover for mainstreaming GAD and women empowerment in PPP projects	Limited laws/policies institutionalizing the need to include gender and safeguard provisions in PPP projects	Continuous improved integration of gender equality in PPP projects	MFO: PPP Policy Development and Advocacy Program	Enhancement of existing policy environment for LGU-PPP implementation (Means of Verification: Transmilled review of LGU-PPP Codes that have GAD analysis)	Inclusion of gender and social safeguard provisions in the policy environment for LGU-PPP implementation - inclusion of gender and social safeguard provisions in the policy environment for LGU-PPP implementation	5 local PPP codes reviewed for inclusion of gender and social safeguard provision	PS 9,032.98 GAA	9,321.75 GAA	PFD	Done. As of end-October 2022, the unit reviewed 5 local PPP codes for inclusion of gender and social safeguard provisions. The codes reviewed were those of: Agusan Del Sur Alfonso, Cavite City of Iligan Province of Cotabato Kidapawan City. PPP Center policy review of local codes involves checking whether local codes/ordinances require that the PPP project cost include the costs of plans to ensure PPP projects are gender sensitive. If such provision is not present in a local code, the unit refers them to the PPP Governing Board Safeguards in PPP: Mainstreaming Environmental, Displacement, Gender and Social Concerns which contains best practices on mainstreaming gender in the PPP project cycle.
13	Weak integration of GAD in PPP projects/Limited knowledge of implementing agencies in GAD integration in PPP projects	Limited knowledge of implementing agencies in GAD integration in PPP projects	Improved GAD-responsiveness of PPP projects, including more equitable access of women and men to PPP project benefits (e.g. communication, technology, goods and services)	MFO: PPP Policy Development and Advocacy Program	Conduct of review on the inclusion of GAD component in project documents/proposals	Number of Project Concept Note, Feasibility Study/Business Case, ICC-PE Forms, or Unsolicited Proposal Reviewed - 6 Evaluation Reports (i.e. SAR, PEM, etc.) released with findings on the GAD component	I2 PDS evaluation report/review (i.e. SAR, PEM, etc.) released with findings on the GAD component	MOOE 116,612.98 GAA	195,405.41 GAA	POS	Done.
14	Limited availability of PPP-relevant GAD knowledge products	Limited availability of GAD-related data presentation on PPPs within information, communication, and education (IEC) materials available for public consumption	Strengthen data collation procedures within the organization and identify relevant GAD information that may be reflected in the Center's various knowledge products	MFO: Knowledge Management Program	Presentation of GAD data collated from different service/s on knowledge products (Means of Verification: Copy of the PPC Annual Report and PPP Talk)	Number of knowledge products which have GAD component- 3 knowledge products which have GAD component	Featured a GAD Corner in the following knowledge products which showcases different GAD related activities and initiatives of the Center: 1. PPP Talk 2. 2021 PPC Annual Report	MOOE 117,500.00 GAA	826,178.67 GAA	KMD	Done.
15	Limited availability of PPP-relevant GAD knowledge products	Limited availability of GAD-related data presentation on PPPs within information, communication, and education (IEC) materials available for public consumption	Strengthen data collation procedures within the organization and identify relevant GAD information that may be reflected in the Center's various knowledge products	MFO: Knowledge Management Program	GAD-related social media posts (Means of Verification: PPP Center Facebook, Twitter and LinkedIn accounts, and PPC Official Website banners/infographic) Note: The target beneficiaries are clients of the PPP Center such as implementing agencies and PPP Stakeholders	Number of GAD-related social media posts developed- at least 5 GAD-related social media posts developed	Posted five (5) GAD-related events on the Center's website and social media platforms.	PS 13,855.55 GAA	21,348.60 GAA	KMD	Done.

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ORGANIZATION-FOCUSED ACTIVITIES																						
16	Limited support of top management for the integration of gender equality- and women empowerment-related concerns in PPP projects	Top management tends to view GAD integration as a non-priority for the Center	Stronger and consistent management support for GAD integration in PPP Center policies and operations	MFO: General Management and Supervision	Conduct of PPP Center-Wide Year-End Assessment Activity which includes the reporting of 2022 GAD Accomplishments(Means of Verification: Attendance sheet, documentation of the activity, Powerpoint presentation materials)	PPP Center-Wide Year-End Assessment Activity conducted and 2022 GAD Accomplishment reported - PPP Center-Wide Year-End Assessment Activity conducted and 2022 GAD Accomplishment reported	Conducted PPP Center-Wide Year-End Assessment Activity and 2022 GAD Accomplishment reported last December 5-6, 2022	MOOE 764,200.00 GAA	518,055.36 GAA	OED, CPDD and GAD Committee	Done.											
17	Weak integration of Gender Equality and Women Empowerment in PPPC's PPAs	Minimal attention to gender consideration/integration in the PPPC	Consistent support for GAD integration in PPPC policies and PPAs	MFO: Learning and Development Program	Conduct of capacity building for GAD Committee members (Means of verification: PowerPoint presentation materials, attendance sheet)	No. of capacity building activities for the GAD Committee composed of at least 50% female - 4 capacity building activities for the GAD Committee composed of at least 50% female	6 capacity building activities conducted for the GAD Committee, composed of at least 62.34% female 1. KSS on Developing and Assessing Gender Responsive and Inclusive PPP Projects: FoundationFemale- 9 Male -82. Human Sexuality and Preventing Gender-Based and Domestic Violence SessionFemale- 65 Male-323, Kaplan Session: Celebrating Diversity in the Civil ServiceFemale- 33Male- 184 Gender, Diversity and Social InclusionFemale-2Male- 25. Orientation on AAAEP-P Online GEDSI ScorecardFemale-19Male-176 AAAEP-P Pilot Test of the Online GEDSI ScorecardFemale-21Male-13	MOOF 108,000.00 GAA	50,789.00 GAA	HRD & GAD Committee	Done.											
18	Weak integration of GAD in PPP projects	Limited knowledge of implementing agencies in GAD integration in PPP projects	Improved GAD-responsiveness of PPP projects, including more equitable access of women and men to PPP project benefits (e.g. communication, technology, goods and services)	MFO: PPP Policy Development and Advocacy Program	Mainstreaming of GAD issues in PDS evaluation forms (Means of Verification: Guide Questions on Gender Mainstreaming for PDS Evaluation Forms, attendance record)	Issuance of "Guide Questions on Gender Mainstreaming for PDS Evaluation Forms" which aims to improve mainstreaming of gender issues in PDS evaluation	Draft Gender toolkit entitled "Social Inclusion, Safeguards and Gender Toolkit for Development and Assessment of Public-Private Partnership Projects" was prepared which aims to improve mainstreaming of gender issues in the Project development stage	PS 26,963.09 GAA	45,498.19 GAA	PDS	Done.											
19	Limited support of top management for integration of GE and WE concerns in PPP projects	Top management tends to view GAD integration as a non-priority for the Center	Stronger and consistent management support for GAD integration in PPPC policies and operations	MFO: General Management and Supervision	Conduct of GAD Committee Mid-Year Assessment and Planning(Means of Verification: Attendance sheet, documentation of the activity Powerpoint presentation materials)	GAD Committee Mid-Year Assessment and Planning conducted	Conducted GAD Committee Mid-Year Assessment and Planning last October 6 to 7, 2022	MOOE 20,000.00 GAA	4,655.00 GAA	CPDD, HRD & GAD Committee	Done.											
20	Challenges in integrating/connecting GAD in PPPC's PPAs	Unclear roadmap for sustained GAD integration across the organization	Strengthen the integration of GAD in the Unit's workplan	MFO: Learning and Development Program	Conduct of GST sessions to all new employees (Means of Verification: Attendance Sheet)	% of women and men newly hired PPPC employees undergone GST - 100% women and men newly hired PPPC employees undergone GST	96.15% of newly hired women and men PPPC employees undergone GSTMale- 10 Female- 15	PS 27,639.07 GAA	64,012.00 GAA	HRD	Done. Of the 26 new employees, including those hired at the latter part of 2021, 25 attended and 1 did not attend due to conflict of schedule. The said remaining employee will still attend the next scheduled session.											

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							1				
21	Challenges in integrating/connecting GAD in PPPC's PPAs	Unclear roadmap for sustained GAD integration across the organization	Strengthen the integration of GAD in the Unit's workplan	MFO: Learning and Development Program	Participation in the celebration of Women's Month Proposed activities Posting of official streamer on the Website Dissemination of Infomaterials Conduct of online session on Women Empowerment(Means of Verification Attendance Sheet)	% of women and men PPPC employees attended the program - 50% of women and men PPPC employees attended the program	55.60% of women and men PPPC employees attended the program(116 warm bodies as of March 2022)1. Launching 89.66% Female- 63 Male- 412. Online Session on Women in the Midst of a Health Crisis 12.05% Female-10 Male-43 KSS on Reproductive and Sexual Health Focus on Women. 12.93% Female-13 Male-24 KSS on Gender Empowerment: Defining for Yourself and Others. 80.17% Female-57 Male-365. KSS on Safe Space Act: Defining Safety in the Workplace. 58.62% Female-45 Male-236. Culminating Activity in Celebration of Women's Month 80. 17% Female-54 Male-39	MOOE and PS 153,606.10 GAA	207,407.00 GAA	HRD	Done.
22	Challenges in integrating/connecting GAD in PPPC's PPAs	Unclear roadmap for sustained GAD integration across the organization	Strengthen the integration of GAD in the Unit's workplan	MFO: General Management and Supervision	Policy integrating Gender and Development (GAD)(Means of Verification, Copy of the approved Policy)	No. of policies formulated - 1 policy formulated	Drafted Office Circular on Sexual Harassment and Gender-Based Sexual Harassment issued two (2) Special Orders on the Pilot Implementation of the Online GEDSI Scorecard	PS 297,840.09 GAA	60,197.00 GAA	HRD	Done. The reason for the large variance is that the said draft Office Circular was taken over by LS who finished the development of the same Circular.
23	Challenges in integrating/connecting GAD in PPPC's PPAs	Unclear roadmap for sustained GAD integration across the organization	Strengthen the integration of GAD in the Unit's workplan	MFO: Learning and Development Program	Conduct of PPPC Orientation Sessions(Means of Verification Attendance Sheet)	% of women and men newly hired employees undergone PPPC Orientation Sessions - 100% women and men newly hired employees undergone PPPC Orientation Sessions	100% newly hired women and men employees undergone PPPC Orientation sessions Male- 8 Female- 12	PS 7,990.63 GAA	25,985.00 GAA	HRD	Done. All 20 new hires as of December 2022
24	Challenges in integrating/connecting GAD in PPPC's PPAs	Unclear roadmap for sustained GAD integration across the organization	Strengthen the integration of GAD in the Unit's workplan	MFO: General Management and Supervision	Maintenance on GAD Responsive Facilities & Equipment (Male/Female/PWD Comfort Room, Wellness Breast Feeding Station)(Means of Verification Copy of Approved Purchase Order (PO))	% of operational/ cleaned and maintained GAD Responsive facilities and equipment - 100% operational/ cleaned and maintained GAD Responsive facilities and equipment	100% operational/ cleaned and maintained GAD Responsive facilities and equipment	PS 215,821.75 GAA	230,454.86 GSD	GSD	Done. Variance (14,633.11)The GSD achieved the target indicator for this activity in the 2022 GAD Plan and Budget (GPB). However, the PS variance can be attributed to the increase in the salaries of concerned staff. However, the variance on the MOOE of PhP1,193,943.22 was a result of the continuous upkeep and preventive maintenance of PPPC facilities and equipment to support gender needs. Further, person-hours of contracted personnel is re-categorized under MOOE since it is an outsourced service.

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							1				
25	Compliance to Section 18 of MCW RA 9710 Special Leave Benefits for Women, RA 8187; Paternity Leave Act of 1996, Section 8 of RA 8972 Solo Parents Welfare Act of 2000	Employees may require special leaves due to parental obligations, health concerns and other circumstances that may require the need thereof	Enhanced support services for employees in need of special leaves.	MFO: General Management and Supervision	Availment of Solo Parent Leave, Magna Carta for Women Leave, and Maternity Leave (Means of Verification: Approved Application for Leave)	% of Solo Parent, Maternity, and Magna Carta for Women Leave applications of female PPPC employees processed- 100% of Solo Parent, Maternity, and Magna Carta for Women Leave applications of female PPPC employees processed	100% of Solo Parent, Maternity, and Magna Carta for Women Leave applications of female PPPC employees processed(Solo Parent-3Maternity-1Magna Carta-3	PS 490,187.14 GAA	656,271.00 GAA	HRD	Done.
26	Limited support of top management for integration of GE and WE concerns in PPP projects/Limited support of top management for integration of GE and WE concerns in PPP projects	Limited policies supportive of GAD mainstreaming	Stronger and consistent management support for GAD integration in PPPC policies and operations	MFO: Legal Services Program	Conduct of review and assessment of the GAD responsiveness of internal policies of the PPPC (Means of Verification: Issuance of review of internal policies which included in its review its GAD responsiveness including gender-fair language)	% PPPC's internal policies relative to GAD-related matters are reviewed by LS - 100%; PPPC's internal policies relative to GAD-related matters are reviewed by LS	34 Internal Issuances reviewed of the 10 issuances committed.	PS 453,837.27 GAA	1,278,808.50 GAA	LS	Done. Target reached and exceeded
27	Limited support of top management for integration of GE and WE concerns in PPP projects/Limited support of top management for integration of GE and WE concerns in PPP projects	Limited policies supportive of GAD mainstreaming	Stronger and consistent management support for GAD integration in PPPC policies and operations	MFO: Legal Services Program	Issuance primer on updates on newly-issued gender-related laws, issuances and other legal developments(Means of Verification: Sample primer on newly-issued gender-related laws, issuance and other legal developments)	Quarterly issuance of primer on gender-related laws, issuances and other legal developments - 4/4 issuance of primer on gender-related laws, issuances and other legal developments	The 4/4 legal updates for the FY 2022 have a primer on gender-related laws, issuances and legal developments	PS 32,234.00 GAA	33,080.00 GAA	LS	Done.
SUB-TOTAL											
TOTAL											
20,543,118.28											
24,142,858.59											
GAA											

Prepared By:

Dionne Manga M. Larin

GAD Chairperson

Approved By:

Ma. Cynthia C. Hernandez

Executive Director

Date